

**JOURNAL OF THE FACULTY SENATE**

The University of Oklahoma (Norman campus)

Regular session – September 10, 2012 – 3:30 p.m. – Jacobson Faculty Hall 102

office: Jacobson Faculty Hall 206 phone: 325-6789

e-mail: facsen@ou.edu website: <http://www.ou.edu/admin/facsen/>

The Faculty Senate was called to order by Professor Michael Bemben, Chair.

**PRESENT:** Apanasov, Ayres, Bemben, Bergey, Bisel, Burns, DePew, Duncan, Ellis, Fagg, Grady, Grasse, Hahn, Hewes, Hofford, Keresztesi, Klein, Knapp, Kosmopoulou, Kutner, Landis, Laubach, Loon, Lucas, Mackey, Mata, Minter, Morvant, Moses, Nelson, O’Rear, Palmer, Pigott, Ransom, Refai, Riggs, Snell, Stock, Stoltenberg, Strout, Vehik, Zhang

Graduate College liaison: Griffith

ISA representatives: Cook, Hough

**ABSENT:** Baer, Chang, Devegowda, Gramoll, Kim, Leseney, Park, Zhu

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**APPROVAL OF JOURNAL**

The Faculty Senate Journal for the regular session of May 7, 2012 was approved.

**ANNOUNCEMENTS**

President Boren was scheduled to give his State of the University address at this meeting, but he had to attend a funeral. He will speak instead at another meeting this fall.

A list of the Faculty Senate members is [attached](#). The new members were introduced at the meeting. Prof. Bemben also introduced the Faculty Senate administrative coordinator, Sonya Fallgatter, who is retiring in January. A retirement reception will be held for her on November 30 in Beard Lounge from 3:00 to 5:00 p.m. Prof. Bemben introduced Ivonne Sandoval, the senate's Work Study student, and the members of the Executive Committee. He urged the senate members to contact the Executive Committee with any issues they would like to bring up in the senate or with the President or Provost. He pointed out that the Faculty Senate represents all faculty and addresses broad issues affecting the faculty as a whole.

The regular meetings of the Faculty Senate for 2012-13 will be held at 3:30 p.m. on the following Mondays in Jacobson Faculty Hall 102: September 10, October 8, November 12, December 10, January 14, February 11, March 11, April 8, and May 6.

The Senate Executive Committee elected Prof. Georgia Kosmopoulou (Economics) as parliamentarian of the Faculty Senate and Regular Faculty.

The compilation of the 2011-12 annual reports of University councils was e-mailed July 10 to the Faculty Senate members and to chairs, directors and deans to make available to the general faculty. The reports are available online at <http://www.ou.edu/admin/facsen/cnclrep12.htm>.

The 2012-13 list of faculty appointments to committees is available on the Faculty Senate web site at <http://www.ou.edu/admin/facsen/commem12.htm>. The Chair-Elect of the Faculty Senate chairs the Committee on Committees, which is responsible for committee appointments.

The summary record of the disposition by the administration of Faculty Senate actions for September 2011 to August 2012 is [attached](#). Prof. Bemben noted that the record only included actions that came to a vote of the Faculty Senate. The senate and Executive Committee were involved in many other issues.

The Faculty Senate is sad to report the deaths of retired faculty members John Seaberg (Educational Leadership & Policy Studies) on June 4, Moira Waterbury (Human Relations) on June 11, Herbert Hengst (Education) on August 20, and William Maehl (History/Liberal Studies and former Faculty Senate Chair) on July 26 (2011).

The Athletics Department is offering a faculty and staff All Sports Package for 2012-13 for \$40. The pass entitles a faculty or staff member and one guest general admission to all home athletic events (not including football or basketball) and will be loaded onto the employee's ID card. The employee must hold a continuous appointment of .50 FTE or more and be benefits-eligible. The pass will not count toward season ticket or attendance priority points. For more information, contact the Athletics Ticket Office at 325-2424 or [outickets@ou.edu](mailto:outickets@ou.edu).

### ***SENATE CHAIR'S REPORT, by Prof. Michael Bemben***

“The Executive Committee of the Faculty Senate met on Monday, August 27. In our meeting we discussed the role that the Faculty Senate plays on an academic campus, the recent past accomplishments of the Faculty Senate and current issues that are facing faculty at OU, such as what options University Information Technology has for ensuring the storage of large amounts of sensitive and personal data, for example, large data sets that are HIPAA protected. From that discussion, we decided to invite someone from OU Information Technology to the Executive Committee to discuss this concern at a future date. We also discussed and agreed to appoint a Co-chair for the Faculty Welfare Committee since the Chair, Greg Burge, expects to go on sabbatical in the spring semester. After discussing the issue with Greg, the Executive Committee agreed to ask Misha Klein to Co-Chair the committee, and she agreed.

“Provost Mergler met with the Executive Committee and talked about the issue of open access journals and the future possibility of OU libraries being able to maintain an OU Digital Commons to help combat the rising costs of page charges and journal subscriptions. One issue is whether an open access journal

will carry as much weight as a prestigious journal for tenure and promotion decisions. Open access journals with prestigious editorial boards should have the same benefits as other journals. Based on Provost Mergler's information and suggestions, we will invite Dean Luce from OU Libraries to meet with the Executive Committee and the full senate to talk more about the open access issues. Provost Mergler mentioned that faculty members should be encouraged to maintain their copyright privileges, at least in some form. She also talked about options to help students who are faced with expensive textbook requirements. Options could include e-books, renting textbooks, purchasing used textbooks, using older editions, or having faculty develop materials that could be used in place of a textbook.

"The Executive Committee met with President Boren on Wednesday, August 29. President Boren gave his impression of the climate at the State Capitol and how education is perceived by most legislators and his thoughts of how support for education, both higher education and common education, might change as the economy for the state begins to improve. He also agreed with our suggestion that a program that could address issues of inversion and compression for deserving faculty could be considered once the university's budget improves. We have been reasonably competitive with salaries for our new hires. If we want to retain faculty members who have been here 15-20 years, we should have a program that addresses compression and inversion and is based on years at OU but also on performance. Previous merit raises have been small and have not made much of an impact. The emphasis on addressing inversion and compression ideally would be part of a broader-based raise program.

"President Boren thanked the Executive Committee and Faculty Senate for helping with the teaching workload document last semester (see 4/12 Faculty Senate Journal). The original document was modified in certain sections, including the teaching of freshman classes and the minimum number of students in a classroom. President Boren indicated that he will be meeting with all the college deans to discuss how the recommendations are being implemented. He is also setting up a Core Curriculum Committee to look at the OU curriculum in terms of how some of the large required classes, such as American Government, are being delivered and the incredibly large number of general education class that have not been reviewed in many years. Based on this information, the Executive Committee will schedule Kyle Harper, a faculty member in Classics who is involved in this process, to talk about the OU curriculum, both to the Executive Committee and the entire Faculty Senate later this semester.

"Finally, President Boren is establishing a Digital Advisory Committee to look at how online courses can add to the quality education that OU can provide and at collaborations with iTunesU and Apple as a partner at no cost to the University.

"The orientation of the new faculty senators on Wednesday, September 5, reviewed the role of Faculty Senate, procedures for meetings, recent accomplishments, and current issues facing the faculty at OU."

### ***ISSUES FOR 2012-13***

Prof. Bembien discussed the items that the Faculty Senate Executive Committee viewed as potential issues for the Faculty Senate this year. Raises are important, but the first approach will be to look at how the salaries of recent hires have outpaced the salaries of some associate professors (compression/inversion).

We may have to deal with state legislation concerning concealed weapons on campus. We are fortunate to have Danny Hilliard, our legislative liaison, working behind the scene. In addition, Prof. Al Schwarzkopf coordinates faculty visits to the offices of legislators to give a face to OU and tell them we appreciate what they do for education. The process will start in the spring and will involve a couple of visits to the State Capitol.

Last year the Faculty Compensation Committee put together a study of the administrative cost relative to faculty by college. Some of the data need to be cleaned up; for example, the Law budget for administration looks large because it includes the Law school library. The next step involves the Faculty Compensation Committee gathering similar data for the Big 12 and Big 10 schools. The peer

comparisons should then allow the senate to have some discussion about colleges that have low administrative costs but very demanding faculty costs and vice versa.

Prof. Hahn pointed out, in connection with the item in the chair's report about textbooks, that the library has a collection of selected reserve textbooks available free to students. Prof. Bembem mentioned that a lot of publishers are trying to convince faculty to use e-books, which have no printing cost, but students cannot sell them back. It is a one-time purchase. Prof. Morvant commented that the library has a rubric for determining which books are put on reserve. However, faculty members who have large enrollments and use textbooks that are expensive can also make a request, and the library will take a look at those books as well.

## ***RESEARCH***

Vice President for Research Kelvin Droegemeier thanked the senate for its work over a two and a half year period on the non-financial conflict of interest policy. He met with the Faculty Senate and Executive Committee multiple times and received wonderful input. The policy is going to be put up for a vote of the Regents this month. Because the document reads like a legal contract, at the suggestion of the Executive committee, he put together a two-page summary to highlight the important sections for the faculty. Dr. Droegemeier said he really appreciated the opportunity to come to the Faculty Senate meetings and would try to attend all of the sessions. He announced that the annual research campus conversation would be held on September 17 at 3:00 p.m. The sessions have a lot of good dialog and exchange. Dr. Droegemeier said he is really interested in the faculty's thoughts about challenges. One of the challenges is the potential threat of sequestration and what that will mean if the agencies we depend on for scholarly funding are cut by 5-10%. He will discuss what we have been doing to prepare ourselves for that and solicit ideas. It is a time where he will share information about where we are, where we are going, what the priorities are and so on. As in past years, the session will be recorded and will be accessible on the web. Dr. Droegemeier has other touch points for dialogue, such as the weekly lunches that he has with small groups of faculty. He encouraged the faculty to meet with him.

## ***FACULTY TEACHING WORKLOAD POLICY***

Prof. O'Rear noted that when the deans meet with the President about teaching loads (see chair's report), each department or program might want to gather standard teaching load data from their peers. Prof. Bembem added that there is some flexibility in the standard load within a given academic discipline. The policy says a teaching load presumptively constitutes four courses per academic year, but the benchmark may vary depending on considerations such as workload requirements of peer institutions in the same or similar discipline. If everyone has to teach the same amount, a department cannot remain competitive in its academic discipline. He urged the units to justify their standard load by looking at what their colleagues in the Big 10 and Big 12 are doing. The data may be useful to the deans as they meet with President Boren, who is willing to look at a slightly different teaching load if it can be explained by comparison data.

## ***ADJOURNMENT***

The meeting adjourned at 4:15 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, October 8, 2012, in Jacobson Faculty Hall 102.

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Sonya Fallgatter, Administrative Coordinator

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Edgar O'Rear, Faculty Secretary